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# DEPARTMENT OF ADMINISTRATION

## DIPATTAMENTON ATMENESTRASION

HUMAN RESOURCES DIVISION  
(Dibision Inadilanto yan Guinaha Para Taotao)

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LOURDES A. LEON GUERRERO  
Governor (Maga'haga)

JOSHUA F. TENORIO  
Lt. Governor (Sigundo Maga'låhi)

### OPEN COMPETITIVE EXAMINATION

## To establish a list for the position of VOCATIONAL REHABILITATION ADMINISTRATOR

Announcement Number: DOA 55-22

Open: March 4, 2022 Close: March 25, 2022

### GENERAL PAY PLAN (GPP)

OPEN: Q-01; \$60,482 P/A – Q-10; \$83,029 P/A

PROMOTION: Q-01; \$60,482 P/A – Q-18; \$106,599 P/A

The Government of Guam may offer competitive benefit packages, which includes retirement (Defined Contribution Plan 401 and 457), health insurance plans, cafeteria plan, an Employee Assistance Program, annual and sick leave, paid holidays and life insurance. For additional information regarding the Government of Guam Retirement, please visit [www.ggrf.com](http://www.ggrf.com). For other inquiries please visit Department of Administration website [www.hr.doa.guam.gov](http://www.hr.doa.guam.gov)

### Application Submission

OUR OFFICE WILL BE ACCEPTING APPLICATIONS ELECTRONICALLY. EMPLOYMENT APPLICATION FORMS ARE ACCESSIBLE TO DOWNLOAD ON THE DEPARTMENT OF ADMINISTRATION'S WEBSITE AT [WWW.HR.DOA.GUAM.GOV](http://WWW.HR.DOA.GUAM.GOV). PLEASE EMAIL YOUR APPLICATION(S) TO: [DOAJOB@DOA.GUAM.GOV](mailto:DOAJOB@DOA.GUAM.GOV).

### Who Can Apply

Open to all government of Guam employees and the public.

### Qualification Requirements

Graduation from a recognized college or university with a Bachelor's degree in Rehabilitation Counseling, or Special Education, or Social (Social Work) or Behavioral Science (Psychology) or related field; four (4) years experience in administering health or human services work such as applying theories, principles, laws and practices of health or human services programs or related services that assist with and improve life for individuals with disabilities; two (2) years experience in administering and interpreting rehabilitation laws, rules, regulations, standards, policies and procedures; or

Graduation from a recognized college or university with a Master's degree in rehabilitation counseling including the completion of required internship, or closely related field, and at least three (3) years of experience in vocational rehabilitation service or related service dealing with persons with disabilities of which two (2) years shall be supervisory work; or

Any equivalent combination of experience and training beyond the Master's degree which provides the minimum knowledge, abilities and skills.

### Nature of work

Administers island-wide vocational rehabilitation programs for individuals with disabilities.

### Illustrative Examples of Work

Manages the Division of Vocational Rehabilitation (DVR); plans, organizes, directs, staffs, and controls DVR so as to achieve established goals and objectives. Serves as a non-voting member of the Rehabilitation Advisory Council (RAC); attends RAC meetings; acts on requests from the Council to remedy or address problems affecting the delivery of rehabilitation programs and services; keeps RAC informed of the needs of DVR. Develops, coordinates, and implements agreements with federal and local operators of community rehabilitation programs for the delivery of rehabilitation services to individuals with disabilities. Develops and provides outreach programs to identify and serve persons with disabilities who are minorities or who have been unserved or underserved by the vocational rehabilitation system. Develops and provides services designed to promote supported employment, independent living and community participation. Prepares state and strategic plans for expanding and improving vocational rehabilitation services for persons with disabilities. Performs related duties as required.

### Knowledge, Abilities & Skills

Knowledge of the principles, practices of effective supervision and management. Knowledge of the laws and regulations pertinent to the rehabilitation of persons with disabilities, including the Americans with Disabilities Act and the Rehabilitation Act, as amended. Knowledge of vocational rehabilitation programs and services. Knowledge of available community resources. Knowledge of the principles, practices, and techniques of vocational counselling, evaluation, and training. Knowledge of emotional and psychological problems of persons with physical or mental disabilities. Ability to establish and maintain effective working relationships with others and to establish community support and awareness for vocational rehabilitation goals and objectives. Ability to interpret and apply pertinent laws, rules, regulations and other program guidelines and to make sound management decisions. Ability to communicate effectively. Ability to provide guidance and direction.

### Minimum Educational Requirements

All new employment in the service of the government of Guam shall have, as a reasonable measure of job performance, minimum requirement of high school diploma or a successful completion of General Education Development (GED) test or any equivalent of a general education high school program, apprenticeship program or successful completion of a certification program, from a recognized, accredited or certified vocational technical institution, in a specialized field required for the job, pursuant to Public Law 29-113.

## VOCATIONAL REHABILITATION ADMINISTRATOR OPEN COMPETITIVE EXAMINATION

### Documentation Requirements

To validate credentials you may claim, (e.g., High School Diploma, College Transcript, DD-214, etc.), an original or certified copy of the document(s) must accompany each employment application you are applying for with your legal signature. Applicants shall be responsible to provide all required documents for each employment application submitted and failure to provide proof may result in disqualification. For more information, please contact the Recruitment Branch at 475-1141/1120/1174.

### Suitability Determination Form

Your employment application will not be deemed completed unless the Suitability Determination Form is completely filled out, signed and dated. If it is not complete or missing from your application, your application for this position will be rejected. Please pay particular attention to question #2. If you answer "yes", you must attach your police clearance that is no older than one (1) month from the date of submitting your application. In addition, please resubmit an updated Suitability form if anything occurred that warrants updating your responses on your Suitability Form after you have submitted your application.

### Prohibition Pursuant to P.L. 28-98

No person convicted of a sex offense under the provision of chapter 25 of Title 9 GCA, or an offense as defined in Article 2 of Chapter 28, Title 9 GCA in Guam, or an offense in any jurisdiction which includes, at a minimum, all of the elements of said offenses, or who is listed on the Sex Offender Registry shall work in any agency or instrumentality of the government of Guam.

### Examination Requirements

Applicants will be rated on a scale between 70.00 and 100.00 percent on the basis of their training, education and experience in relation to the requirements of the position.

### Interviewing Procedures

A personal interview or interview by telephone (if off-island) will be held by the appointing authority or his designee for all eligibles referred via certification.

### Employment Medical Examination

All applicants accepting employment must undergo a medical examination and be declared by the physician as capable of performing the duties of the position being hired for.

### Work Eligibility

When offered a position, you will be required to provide proof of identity and eligibility for employment in the United States as condition of employment.

### Drug Screening

Applicants selected for and offered employment with the Government of Guam shall undergo and pass a mandatory drug test before being employed. This also applies to employees selected for Test Designated Positions (TDP), failure to submit or pass such drug test shall be grounds for rescinding the offer of appointment.

### Police & Court Clearances Requirements

If selected for this position, your selection will be conditional pending submission of a recent police and court clearance, and taking and passing a drug test (see Drug Screening section of the announcement). The hiring department will mail a letter to you explaining these requirements. You will have five (5) business days from the postmarked date of your letter to submit police and court clearances that are no older than one (1) month from the date of your letter. The cost of the clearances is your responsibility. If you have already submitted clearances with your employment application, you will not be required to resubmit as long as they meet the date criteria above. If you do not have any conviction or conditions that would warrant rescinding the job offer, and pass the drug test you will be notified of your start date.

### Where to Apply

Submit job applications at the Department of Administration, Human Resources Division 2<sup>nd</sup> floor, ITC building, Tamuning, between the hours of 8:00 a.m. – 5:00 p.m., Monday through Friday. Individuals with disabilities who require special accommodation should contact this office prior to any scheduled examinations or interviews. OUR OFFICE WILL BE ACCEPTING APPLICATIONS ELECTRONICALLY. PLEASE EMAIL YOUR APPLICATION(S) TO: [DOAJOBS@DOA.GUAM.GOV](mailto:DOAJOBS@DOA.GUAM.GOV).

### For More Information

Call or visit us at the Department of Administration, Human Resources Division at (671)475-1141/1128. In addition, job announcements and employment application forms are accessible to download at Department of Administration's website at [www.hr.doa.guam.gov](http://www.hr.doa.guam.gov). For further information, you may email [doajobs@doa.guam.gov](mailto:doajobs@doa.guam.gov).

  
SHANE G.L. NGATA  
PERSONNEL SERVICES ADMINISTRATOR  
HUMAN RESOURCES DIVISION

WE ARE AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER. WE DO NOT DISCRIMINATE ON THE BASIS OF RACE, RELIGION, COLOR, SEX, AGE, DISABILITY, EXCEPT FOR POSITIONS REQUIRING BONA FIDE OCCUPATIONAL QUALIFICATION.